Memorandum of Understanding
Between
School District No. 1, Denver Public Schools
And
Communications Workers of America

2021-22 DPS-CWA FINANCIAL AGREEMENT

This Memorandum of Understanding ("MOU") is made by and between Denver Public Schools ("District") and Communications Workers of America ("CWA"). The District and CWA (collectively, the "Parties") agree to the following changes to compensation pending Board/Compensation Department approval.

On July 13, 2020, the Parties reached a tentative agreement on the 20-21 financial agreement which is hereby incorporated into this MOU [see attached - 20-21 Financial Tentative Agreement between DPS and ESPs]. The Parties agree that this MOU does not alter or change the terms and conditions of the tentative agreement.

Annual Compensation Allocation - 2020/21

- All eligible employees in the bargaining unit will receive a step increase effective July 1, 2020.
- For the 20-21 fiscal year, effective July 1, 2020, the District will provide a cost-of-living-adjustment (COLA) equal to 2.8% minus the full cost of the bargaining unit step based on the costing provided by the District on June 29, 2020 prior to bargaining. If the full cost of a step is above 2.8%, the District will provide the bargaining unit a step increase only.
  - From the 2.8% total budget, 1.57% will be allocated to purchase a step increase for all eligible employees.
  - From the 2.8% total budget, 1.23% will be allocated to purchase a COLA for all employees.
- If a mill levy is approved by the voters in November 2020, the District will provide an additional 0.5% COLA effective January 1, 2021.
- For the 20-21 school year, the District will work with each bargaining unit to look at ways to support staffing using CARES funding related to COVID-19 public health measures.

In addition, the Parties agree to the attached 20-21 Grade and Step Schedule for 20-21 fiscal year.

To memorialize this MOU, the Parties, by their duly authorized agents, have affixed their signatures to this MOU.

Denver Public Schools:

Signature: 
Name: 
Date:

Communications Workers of America:

Signature: 
Name: Miguel J. Perretta
Date: 08 / 07 / 2020